

WINGSPREAD

Randolph Air Force Base ♦ Texas

60th Year ♦ No. 5 ♦ February 3, 2006

Small hands, big hearts



Kindergartners Gabi Davis (left) and Zoey O'Connor make Valentines for veterans at the elementary school Tuesday. The 2006 Randolph Ambassadors, Senior Airman Francisca Alaka and Staff Sgt. Keith Loudermill, will deliver the Valentines to the Audie Murphy Veteran's Hospital Feb. 17 as part of the annual Valentines for Vets program. (Photo by Jennifer Valentin)

NSPS 'soft skills' training begins

By Michael Briggs
12th Flying Training Wing Public Affairs

It's a new program that will affect about 3,700 appropriated fund civilians on Randolph when fully implemented and nearly 700,000 Department of Defense employees nationwide.

It's being touted as the most significant restructuring of the civilian human resource management system in more than 30 years.

Despite those loud statistics, the National Security Personnel System began a quiet transition into the Randolph work force when the Air Force began conducting the first NSPS training classes this week.

An initial group of 33 people attended a day of interactive supervisory skills training at an off-base motel conference center Monday to reinforce and further develop their communication and conflict resolution abilities.

The eight-hour course is one of six classes people will take to prepare Randolph employees for the transition to NSPS.

More than 900 military and civilian supervisors in 29 classes will complete the supervisory skills course in the next five weeks, according to Pete Zerda, NSPS

human resource system specialist for Randolph. Other classes will follow as Randolph moves closer to NSPS implementation.

The supervisory skills classes, as well as the change management and communication courses people will take later via computer-based training, provide non-specific NSPS education that's called "soft skills" training, according to course instructor Ben Adkins.

"This is not the nuts and bolts of NSPS yet," Mr. Adkins said during his overview in Monday's class. "That will come later."

Soft skills training covers topics that are already familiar to most attendees, such as conducting effective counseling sessions, providing feedback, developing management skills and communicating effectively, he said.

"We will reinforce these skills and hopefully give you a new way to look at things," Mr. Adkins said. "They are very practical skills and things you can use immediately."

He said soft skills are "more art than science" in that people can apply them in various situations differently.

That's in contrast to the specific NSPS training

people will complete in the future.

NSPS-specific training includes learning about the new human resource system, performance management and pay pools.

The same 906 supervisors who attend the supervisory skills class will complete a four-hour human resource system class and a two-day performance management class.

Nearly 2,600 non-supervisory employees at Randolph will take a four-hour human resource system class and a one-day performance management class.

The dates for all classes are tentative at this time, Mr. Zerda said, and people affected will be notified when a schedule is set.

"Our goal is to have the human resources elements and performance management training completed prior to NSPS implementation," said Barbara Bragg, chief of the NSPS Program Office at Randolph. "Training in pay pool management will follow. Of course, there will be a sustainment aspect that will be ongoing as supervisors change, particularly the military supervisors of civilians."

See NSPS on page 7

12th Flying Training Wing Training Status											
Pilot Instructor Training <div>As of Monday</div>			Navigator, EWO Students				Wing Flying Hour Program				
			562nd FTS		563rd FTS		Aircraft	Required	Flown	Annual	
Squadron	Seniors	Overall	CSO/NFO		CSO		Graduate EWO	T-1A	3483.0	3517.2	10,725
99th FTS	-3.0	1.2	USAF	236	OPS	44	International 4	T-6A	5608.0	5525.8	17,196
558th FTS	-6.7	-1.5	Navy	42	Advanced EW	32	EW Course 15	T-37B	1558.0	1605.4	5,796
559th FTS	-1.2	1.7	International	3	Integration	0	Intro to EW 0	T-38C	3037.1	3092.3	9,937
560th FTS	-0.4	1.0	Total in Training	281	76		19	T-43	1305.0	1236.9	3,982
Numbers reflect days ahead or behind for senior pilot instructor training class and an average for all PIT classes currently in training.			Numbers reflect students currently in training. The 562nd shows source of combat systems officer students. Air Force students include Air Force Reserve and Air National Guard. The 563rd indicates students in specific courses.					The required and flown numbers reflect hours flown between Oct. 1, 2005 to date. The annual numbers are total hours for fiscal year 2006.			

AIR AND SPACE
EXPEDITIONARY
FORCE

As of Monday, 120 Team
Randolph members are
deployed in support of
military operations
around the globe

Team Randolph quarterly award winners announced ... see page 4

Commander's Action Line

Call 652-5149 or e-mail
randolph.actionline@randolph.af.mil



While our goal is to provide the best programs, products and services to our customers, there will be instances when people believe we could have served them better. In those cases, I ask the individual to first contact the responsible organization to allow the unit commander or manager an opportunity to ensure professional and impartial treatment.

When those officials are unable to provide satisfaction, the individual may contact me through the Action Line. I will ensure each Action Line call is looked into and a reply is given by telephone or in writing. I ask callers to include their name and telephone number so we may send a personal response.

Col. Richard Clark
12th Flying Training Wing commander

Agency Contact Numbers

12th FTW IG	652-2727
12th FTW Legal Office	652-6781
Base Exchange	674-8917
Civil Engineers	652-2401
Civilian Pay	652-6480
Commissary	652-5102
EEO Complaints	652-3749
Equal Opportunity	652-4376
FW&A Hotline	652-3665
Housing Maintenance	652-1856
Military Pay	652-1851
Randolph Clinic	652-2933
Safety Office	652-2224
Security Forces	652-5509
Services	652-5971
Sexual Assault	
Response Coordinator	652-8787
Straight Talk	652-7469
Transportation	652-4314

"PROTECT YOUR WINGMAN"

DUI...
It's a crime
not a mistake

Team Randolph's
last DUI was
August 2, 2005

NSPS: Change for the better

By Michael Briggs
12th Flying Training Wing Public Affairs

Change is not often welcome in large organizations where people are comfortable with predictable work patterns and compensation.

It was natural, therefore, that the introduction of the most comprehensive change ever in the Department of Defense human resource management system was not received with standing applause by all of the 700,000 DoD employees affected.

The National Security Personnel System that now looms large on the horizon for Randolph and several other organizations transitioning to the new system in the near future is making many people anxious about what lies ahead.

Fear not. According to the people who are working hard to provide a smooth transition to the new system, NSPS will deliver a flexible civilian human resource system that will allow DoD to take better care of its employees while strengthening the department's ability to accomplish its mission.

"NSPS will replace our outdated human resource system with a modern way of attracting, retaining and rewarding DoD's best work force ever," said Barbara Bragg, chief of the NSPS Program Office at Randolph. "Knowledge of the system is essential as we move closer to implementation."

The first bit of NSPS knowledge people should learn is the new system replaces the current system that no longer meets the needs of the civilian work force of the 21st century. Whether those comfortable in the old system want to admit it or not, it doesn't allow for efficient and effective employee management.

"Nearly 700,000 civilian Defense workers have been laboring under a cumbersome, inefficient system designed for another century," said President George W. Bush when he signed the fiscal year 2004 Defense Authorization Act into law Nov. 24, 2003. "The bill I sign today reforms this system. It gives DoD managers the flexibility to place civilian workers where they are most needed, without needless delay. It speeds up the hiring process, so that new employees will not have to face a wait of many months before beginning their service to our country. It introduces pay-for-performance bonuses and streamlines the promotion process, making a career at the Defense Department more attractive to talented workers."

NSPS will change a decades-old General Schedule system and impacts the one thing the workforce is most passionate about: pay, Ms. Bragg said.

In the 2002 Federal Human Capital Survey of more than 100,000 federal employees from 24 government agencies, including DoD, more than 85 percent of respondents ranked pay as their No. 1 compensation and benefit.

To make pay more meaningful, NSPS will reward

"To dispel the fear of pay cuts, employees will not lose pay upon conversion to the new system. They will be converted into NSPS at their current salary. In many cases, people will receive a salary increase equal to the amount they have earned toward their next within grade increase."

performance rather than longevity, which is basically the system under which employees now receive pay raises. This will not only retain high-performing employees, but it will allow DoD to attract desired employees.

In contrast with today's system, top-rated employees will also be able to receive larger pay raises.

To dispel the fear of pay cuts, employees will not lose pay upon conversion to the new system. They will be converted into NSPS at their current salary. In many cases, people will receive a salary increase equal to the amount they have earned toward their next within grade increase.

The new system also gives supervisors more responsibility in determining employees' pay raises and promotions. While that puts more authority in the hands of the people who directly monitor employee performance, it

also raises the concern that favoritism could play a role in who gets ahead and earns more.

NSPS officials have built safeguards into the system to prevent that from happening. Supervisors will be trained and held accountable for giving fair

appraisals. They will communicate performance expectations and employees will have the chance to take part in the process of linking tasks to the mission.

Supervisors will be evaluated on how well they conduct their performance management. Their effectiveness will be tied to their own pay raises.

Supervisors and employees will learn all about NSPS during a series of classes that will take place leading up to the transition to the new system.

"Training is important to making the NSPS transition as smooth as possible for supervisors and employees," Ms. Bragg said. "We want to make sure everyone fully understands this system and that they have the tools to succeed in a results-focused, performance-based environment."

Some people might think or even hope NSPS is just a trend that will be replaced when new leaders take over in a few years. They are the ones who will flounder instead of flourish when the transition takes place.

NSPS counters all that was inefficient and ineffective with the current system and creates a flexible system that can adapt to future force structure changes to provide DoD its most agile and responsive human resources system ever. It is a system that will stand the test of time.

Prepare now for what lies ahead. Visit the NSPS Web site at www.cpms.osd.mil/nsps to read the latest news and get answers to frequently asked questions.

Civilian employees and their supervisors should embrace the NSPS concepts and learn all they can about them for a successful transition to the new system.



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WINGSPREAD

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Articles for the newspaper should be submitted by noon Thursday the week prior to the desired publication date. Items can be dropped off on a PC- or Macintosh-formatted disk at the Wingspread office in room 110 of Building 100.

Articles may also be sent by e-mail to wingspread@randolph.af.mil or by fax at 652-5412 or base ext. 7-5412.

For more information about submissions, call 652-5760 or base ext. 7-5760.

Airman credits in-law for decision to join

By Senior Airman Jared Marquis
3rd Wing Public Affairs

ELMENDORF AIR FORCE BASE, Alaska – Most people have a hero or someone they credit for being the person they are today.

For me, that person isn't a teacher, supervisor or parent. While I have had my share of influential people in my life, that credit goes to Senior Airman Jason Cunningham.

I had never seriously thought about joining the military. But that all changed on March 4, 2002.

That morning, my wife and I received a phone call at 5:30 a.m. A phone call that early is usually bad news, and this time was no different.

My mother-in-law called to tell us that Jason – her son, my wife's brother, an Air Force pararescueman – had been killed in Afghanistan.

Most of the two weeks after that were a blur. Unless you are faced with it, no one can possibly understand the pain and suffering a situation like that brings.

Before then, I had never directly faced war. As a

civilian living in a town without any kind of military influence, other than the local recruiters, I felt a million miles away.

Before that moment, I had never considered the effect war could have on my life.

Military service is a responsibility. Jason showed me that by his dedication, service and commitment. Not one time, did anyone who knew Jason think that he wouldn't succeed at whatever he did.

One of the most powerful moments I experienced was at Jason's funeral at Arlington National Cemetery. I remember seeing a three-star general salute Jason's casket as it made its way to his final resting place.

After the funeral, I had a lot of time to think, and came to a conclusion. I knew I wanted to serve my country the way Jason did, the way that all our fallen servicemembers have.

When Jason died, he left behind a wife and two daughters. I didn't feel it was right for me to stay home with my wife and kids, enjoying the freedom he fought for. I couldn't stay home when people like him were unselfishly risking everything. I felt

it was my responsibility to stand up and fight.

Too often, I think we forget why we are here and why we chose this path in our lives. I have a daily reminder of why I am here. Not a day goes by that I don't think of Jason and what he left behind.

In my technical school class, my instructor would write a question on the board every day. Most of the time it was something like, "What is your favorite movie?"

Usually, I would think for a minute, never really picking out an answer that mattered to me.

But one day he wrote: "If you could talk to anyone, living or dead, who would it be?" Most of my classmates wrote someone famous.

As soon as I saw that question, I knew my answer. Like most of the people affected by Jason's death, I would give anything for one more conversation with him. I would share with him what his life, and death, meant to me.

Where ever my Air Force career takes me, one person deserves the credit.

That person is Senior Airman Jason Cunningham.

Everyone has ability to improve a child’s life

By Laura McGowan
Aeronautical Systems Center
Public Affairs

WRIGHT-PATTERSON AIR FORCE BASE, Ohio (AFPN) – I like this year's African-American History Month theme, "Reaching out to youth: a strategy for excellence," because it's targeting the resources of the future – our children.

For me it ties in with the words of Elie Wiesel, a Jew who was sent by the Nazis to the Auschwitz concentration camp with his family in 1944 when he was a teenager. He is currently a professor in humanities at Boston University.

"The opposite of love is not hate, it's indifference. The opposite of art is not ugliness, it's indifference. The opposite of faith is not heresy, it's

indifference. And the opposite of life is not death, it's indifference," Mr. Wiesel said.

I don't think people intend to be indifferent. I think it just happens. Their lives' hurried schedules don't lend to reaching out to their own children – let alone somebody else's.

How do I know?

Since December 2000, I've been a single parent. My son is now 19 and recently married. My daughter is 13. After their dad left us in 1999, my life as a stay-at-home, work-part-time-as-a-college-instructor, PTA-president-mom life ended abruptly.

My children immediately spiraled, acting out their hurt and fear of not having their dad with them. People at church told us they were praying for us and family members were in different states.

I won't go into the whole teary-eyed story, but the bottom line is that everyone was so busy with their lives that they were indifferent. They didn't mean to be – it just happened. Some people feel they aren't qualified to mentor someone else. They may not feel smart enough, successful enough, the right race, etc. If you fall into that category, hear this. My children could not have cared less about the color of your skin, what kind of car you drove or if you would buy them things. A regular e-mail or phone call just to talk to them or see how they were doing in school, home or sports would have brought a smile to their faces.

Ask yourself a few questions:

- Am I regularly involved in a child's life outside of my own family?
- Do I know of a family that might

appreciate me making myself available to their child in a safe environment?

- Do I have a hang-up if the child's family is of a different race?
- Do I know a child who is interested in the same things my children are interested in, and can I include that child periodically in a scheduled event?

If you don't have a clue on where to start making a difference, contact your local family support center.

As we recognize African-American History Month, let's reach out to our children. Who knows, you may touch the life of the next Rosa Parks, Chappie James, Paul Lawrence Dunbar, Dr. Martin Luther King Jr., teacher, doctor, military leader, president of the United States or a wonderful stay-at-home-PTA mom.

NEWS

Final touches

Commissary to close two days for renovations



Elizabeth Putnam, shift leader, wraps freshly baked bread in the commissary bakery. (Photo by Jennifer Valentin)

By Jennifer Valentin
Wingspread staff writer

The Randolph Commissary undergoes its final phase of construction this month with plans to open the fully renovated store to customers in early March.

The store will close two days in February as workers make the final changes to the frozen foods and meat departments, as well as work on several office areas.

The store will be open Feb. 22 from 7 a.m. to 4 p.m., then closes Feb. 23-24. The commissary reopens Feb. 25 at 8 a.m.

"The end has been a long time coming," said Willie Taylor, commissary director, "but we are very happy about how the construction process has gone and how everything has turned out."

The project that began in April 2005 changed the design of the commissary from the outside in, Mr. Taylor said. Phase one, which lasted about a year, involved a lot of heavy external construction including a new entrance, roofing and more.

Other phases consisted of a new dairy, produce section, bakery and deli, expanded sales floor area, employee break room and locker area, and updates to the restrooms, training and damaged merchandise areas.

Larger shopping carts have also been purchased for customers. Maps of the store's new layout are available from the customer service desk to let shoppers know where products and aisles are located, Mr. Taylor said.

Shelta Reese, a regular commissary shopper, said the renovation has really made a difference in her shopping experience.

"The renovations have changed the commissary for the better," she said. "I can't wait to see the end result."

The commissary's grand opening ceremony is March 7 at 8 a.m. During the event, which is open to the base public, there will be giveaways and discount prices.

Regular store hours are Monday through Friday from 9 a.m. to 8 p.m., Saturday from 8 a.m. to 6 p.m. and Sunday from 9 a.m. to 5 p.m. Early bird shopping hours are Monday through Friday from 7-9 a.m.

Excellence abounds

Team Randolph quarterly award winners announced

CGO of the Quarter

Capt. Troy McGath of Air Education and Training Command is the Company Grade Officer of the Quarter. As a command airlift program manager, he participated in the transition of aircraft training from AETC to the Air Force Reserve and Air Mobility Commands. He oversaw an aircrew training contract worth about \$180 million annually that consisted of 200 students trained and delivered for combat operations. Captain McGath corrected training cost estimations and manpower projections that saved \$100,000 and manpower of 25 people. The captain was also the AETC Combined Federal Campaign director, in which he supervised 25 key workers from the 19th Air Force, 2nd AF and AETC. He obtained a second master's degree in military management during the quarter.



Capt. Troy McGath

Senior NCO of the Quarter

Senior Master Sgt. Xavier Simmons of Air Education and Training Command is the Senior NCO of the Quarter. As an accessory systems functional manager, Sergeant Simmons improved aircraft canopy initiation systems that saved AETC 500,000 man-hours and \$750,000 in expenditures. He devised an alternate plan for the transition of fuel repairs at Fort Rucker, Ala. that saved \$6 million in facility costs. Sergeant Simmons received his master's degree in human resource management from Touro University International and is obtaining his master certification in government contracting from Villanova University. He supported the 2005 Meals-on-Wheel program over the Thanksgiving holiday and has volunteered time to Special Olympics and Habitat for Humanity.



Senior Master Sgt.
Xavier Simmons

NCO of the Quarter

Tech. Sgt. David Bailey of Air Education and Training Command is the NCO of the Quarter. As a command aviation resource manager, he organized an Aviation Resource Management System workshop that provided 40 hours of training for 60 attendees. He led a team of two ARMS inspectors who identified numerous deficiencies that saved the Air Force an estimated \$30,000 and rewrote the AETC flight management supplement that defines ARMS policies for 65 aircrew members and 300 ARMS managers. Sergeant Bailey is one of two ARMS members command-wide to accomplish a 100 percent on his re-classification test. He has volunteered as a Cub Scout leader and coach for the Boysville Youth Alternative Basketball League.



Tech. Sgt.
David Bailey

Airman of the Quarter

Airman 1st Class Kent Arnold, a fire protection journeyman for the 12th Flying Training Wing, has been named Airman of the Quarter. He safely led response to 150 in-flight, structural and medical emergencies with zero loss of life and minimal fire damage. He was also selected as the Fire and Emergency Services Firefighter of the Quarter for October through December 2005. He participated in the 2005 Randolph Air Show providing fire and medical attention for 35 aircraft and 250,000 spectators and support personnel on hand at the event. Airman Arnold is also a youth counselor at a local church.



Airman 1st Class
Kent Arnold

Honor Guard NCO of the Quarter

Staff Sgt. Christopher Hill of Air Force Recruiting Service received the Honor Guard NCO of the Quarter award. He coordinated 56 funerals, five color guards, and four flag presentations in one month. Sergeant Hill established and executed new training procedures that have increased flight proficiency by 20 percent and was requested by the AETC commander to perform mock full honors. Active in the community, Sergeant Hill delivered presents to children as part of the Elf Louise program during the Christmas holiday and helped support his unit booster club at its food booth at the 2005 Randolph Air Show.



Staff Sgt.
Christopher Hill

Honor Guard Airman of the Quarter

Airman 1st Class Donald Smith of Air Education and Training Command received the Honor Guard Airman of the Quarter award. He was requested by the Honor Guard superintendent as a color guard team member for the Tuskegee Airmen Banquet and Joint Forces Color Guard and has performed in numerous other ceremonies. Airman Smith performed at 35 active-duty, retiree and veteran funeral ceremonies without error. He has become C-Flight's primary trainer by training 20 new honor guardsmen in ceremonial duties. In his spare time, Airman Smith helped the Air Force Sergeant's Association raise more than \$3,000 to help families over the holidays.



Airman 1st Class
Donald Smith

Junior Civilian of the Quarter

Milton Tapp Jr., a transportation assistant for the 12th Flying Training Wing, was named Junior Civilian of the Quarter. Mr. Tapp was instrumental in upgrade completions to the Air Force-first-ever Electronic Bill of Lading system that certified 6,400 EBLs for carriers with zero shipment delays saving the Air Force \$3,500 in mailing expenses. He also reduced the carrier receipt of certified EBLs from seven days to hours and reduced processing time by 95 percent. Mr. Tapp also assisted in developing and running late documentation reports with a new paperless process that saved hours of paperwork handling. He has supported the housing association and helped re-vamp a neighborhood watch program that has had zero crime reports this quarter.



Milton Tapp

Intermediate Civilian of the Quarter

Chris Hull, a court and tax administrator for the 12th Flying Training Wing, won the Intermediate Civilian of the Quarter award. Ms. Hull was responsible for 40 civilian misconduct cases for command center action. Upon training on the national criminal investigative database, Ms. Hull discovered a crime-fighting tool that allows prosecutors quick access to criminal history of military and civilian offenders. She also created another database that tracks tax volunteer information. She has mentored several junior paralegals in military justice and has notarized and witnessed 118 legal documents supporting base Airmen, retirees and family members. She also mentors local at-risk youth by volunteering in mock trials in support of the Operation Youth program.



Chris Hull

Senior Civilian of the Quarter

Gary Thompson, an air traffic controller in the 12th Flying Training Wing, was named the Senior Civilian of the Quarter. Mr. Thompson created a Web-based monthly training system with hyperlinked training objectives and an automated trend analysis program that reduced performance errors by 70 percent. He synchronized emergency responses for 16 aircraft emergencies that were all recovered safely and 120 rescue flights in support of Hurricane Katrina. Mentoring trainees through a 30-day program in just days, Mr. Thompson increased manpower by 20 percent to become Randolph's top air traffic control trainer. He led all departing aircraft participating in Randolph's air show with no errors and managed the arrival of Secret Service agents to allow them quick security and support for a Presidential visit.



Gary Thompson

NEWS BRIEFS

Voter's registration deadline nears

Monday is the deadline for registering to vote in the Texas primary elections that take place March 7. Candidates appearing on the general election ballot in November are selected in primary voting.

JA lecture series continues Feb. 13

The 12th Flying Training Wing legal office hosts a one-hour lecture and discussion on civilian misconduct Feb. 13 at noon in the deliberation room of the Taj Mahal. The lecture is open to the base public, but seating is limited.

Military mailing kits available

People who want to send small packages by parcel post to deployed members can get free mailing kits by calling 1-800-610-8734 and asking for a "4MILITARYKIT." The kits contain corrugated boxes and appropriate forms.

Appropriated funds may not be used for postage, but squadron or unit non-appropriated funds may be used.

Spouse scholarship applications

The National Military Family Association is now accepting applications for Joanne Holbrook Patton Military Spouse Scholarships. Uniformed service spouses – active duty, retired, National Guard, Reserve or survivor – working toward professional certification or attending post-secondary or graduate schools are eligible to apply. People can get applications online at www.nmfa.org/scholarships2006. The deadline to apply is April 15.

Dietary supplements survey

Some active duty members at Randolph are being selected to participate in a web-based survey about dietary supplements.

The survey will be sent via e-mail to participants between Feb. 13 and 27.

Watkins becomes vice commander

By Bob Hieronymus
Wingspread staff writer

Col. William Watkins was named the 12th Flying Training Wing vice commander Jan. 20, replacing Col. Richard Clark, new wing commander.

Prior to becoming the vice commander, Colonel Watkins spent about seven months working as the 12th FTW Inspector General.

The Colonel said that although his position is temporary until the next vice wing commander arrives in about six months, he is very excited and eager to help the 12th FTW however he can.

"I'm dedicated to the wing's mission,"

said Colonel Watkins. "While I'm here I'll do my best to make sure the wing runs smoothly so the commander and group commanders can do their jobs. Until the new vice commander arrives, I'm on the job full time and enjoying it."

Colonel Watkins is a 1982 graduate of the Air Force Academy with a degree in management. He went through pilot training at Williams AFB, Ariz., and then moved on to fly the F-111 Aardvark in England and in Operation Desert Storm. Following those assignments, he flew the F-15E Strike Eagle in Alaska.

He was the deputy operations group commander at Laughlin AFB, Texas, before arriving here in July 2005.



Col. William Watkins

Air Force eliminates officer distinctions

By Senior Airman J.G. Buzanowski
Air Force Print News

WASHINGTON – The Air Force will eliminate the distinction between active-duty regular and reserve officers by May 1.

Previously, an officer who earned a reserve commission served in a sort of probationary period until promoted to major, when they could become a "regular" officer.

The contract reserve officers signed when they joined the Air Force states that in peacetime they could be separated from the service if a reduction in force becomes necessary. Regular officers had that clause removed from their contracts. Also, reserve officers could only serve a maximum of 20 years, while regular officers have a high rate of tenure based on rank.

"We're basically changing the way we manage the force," said Lt. Col. Leslie Formolo, Air Force chief of promotion and evaluation policy. "This is a simpler way to manage the force. Those on active duty will be regular officers; those in the Reserves will be reserve officers."

All officers who entered active duty after May 1, 2005 were commissioned as regular officers. All other active-duty officers will be automatically transferred to regular status by May 1, provided they meet appointment

requirements. Any officer who was previously denied the change because of not being medically qualified for worldwide duty, will also be granted regular status, Colonel Formolo said.

The change will not affect the active-duty service commitment, nor is a new oath of office required, Colonel Formolo said.

"The change is across all of the Department of Defense, so there's no option to remain an active duty officer with a reserve-type commission," Colonel Formolo said.

The only reasons an officer would not earn regular status are:

- Not a U.S. citizen
- Serving on extended active duty under the Limited Period Recall Program, or serving on extended active duty as a result of invoking sanctuary rights
- Cannot meet the regular appointment age requirements

The changeover is a separate issue from force shaping, and the two do not affect one another.

"Force shaping is an entirely different management process, so people should not confuse the two," Colonel Formolo said. "Transitioning all active-duty officers from a reserve to a regular commission is a law and (DoD) policy; force shaping is specific to the Air Force."

Daily vigilance, antiterrorism measures save lives

By Jennifer Valentin
Wingspread staff writer

Think of how many times you have left your purse or wallet on the car seat while you ran back into the office for a second or how many times you have left your military ID on the car's visor.

You may think you will only be gone for a few minutes and that no one will look in your car while you're gone. So your items are safe, right? Wrong. They could be stolen within seconds.

"Things people do by habit on a daily basis can get them into trouble," said Mance Clark, 12th Security Forces Squadron antiterrorism officer. "People should pay special attention when it comes to their personal belongings."

Mr. Clark said education is the key to personal and property protection.

"We have a tendency to paint ourselves with a red target on our foreheads when we do certain things," Mr. Clark said. "We should be cautious during everyday tasks, making that target disappear and minimizing our chances of becoming a victim."

One of the first steps people should remember is to never leave items such as a purse, wallet or ID card in a car unsupervised, especially in plain sight.

"Even if you're running in somewhere for just a minute, it's never a good idea to leave anything

"We have a tendency to paint ourselves with a red target on our foreheads when we do certain things. We should be cautious during everyday tasks, making that target disappear and minimizing our chances of becoming a victim."

Mance Clark
12th Security Forces Squadron antiterrorism officer

valuable in a car," he said. "Doing so makes you vulnerable to burglary, identity theft or even possibly unlawful access to the base."

Maj. Christopher Broman, 12th SFS commander, also reminds people to be aware of their surroundings as well as their own habits.

"We need to learn how to correct ourselves and correct our unsafe behavior," Major Broman said. "If we can teach ourselves to be safer, it will be beneficial down the road."

The major said base members should be on the lookout for suspicious people lurking outside the gate as well as to people in the community who may ask

detailed questions about the base like for the number of people working on base, where the headquarters building is and what type of security it has.

Drivers should be especially cautious when picking up people in uniform, Mr. Clark added. People on their way to work may see a military member in uniform on the side of the road whose car may have broken down. The driver may decide to be helpful and pick the person up.

"While the driver is just trying to be courteous, they could be causing trouble without realizing it," Mr. Clark said.

The person could be a military member, needing a ride to the base; or they could be impersonating a member, looking for an easy way to gain access to Randolph.

"I wouldn't recommend drivers pick up a stranded motorist, even if they are in a uniform," Mr. Clark said. "The driver can easily call for help from his or her cell or work phone."

If a driver decides to offer a person a ride to the base, they should to tell the gate guard the situation, Mr. Clark said. Otherwise, the driver could be responsible for letting a potential enemy onto the base.

"There are about 17,000 sets of eyes and ears on the base," Mr. Clark said. "If all of them can stick together and watch out for each other's safety, it's a good start."

Wheels in motion:

Logistics Readiness Division
drives on with all-civilian force

By Bob Hieronymus
Wingspread staff writer

The 12th Logistics Readiness Division's Vehicle Management Flight said farewell to their last military member Jan. 23, thus completing the transition to an all-civilian operation.

The change, which has been several years in the making, was completed without fanfare, said unit officials.

"Our base customers won't see any difference in the quality of our services," said James Williams, flight chief. "We'll continue to meet the many requests for transportation and vehicle maintenance, and provide the same top quality service."

The 12th Logistics Readiness Squadron became the 12th Logistics Readiness Division in April 2005 as part of an Air Force-wide program to civilianize those portions of the mission that can function without full-time military members.

From the outset, the transition was planned to work through normal attrition rather than through abrupt reassignment of people.

According to the Air Force plan, each base consolidated its vehicle management functions under one manager. On Randolph that means the 80 members of the vehicle management flight provide vehicle support, transportation, and acquisition, maintenance and repair of 456 assigned vehicles.

Every Air Force car, van, truck, flightline tug and forklift on base is either operated by, accounted for or maintained by the flight. The only exceptions are the electric cars used by the services division that are maintained by off-base contractors.

The flight also manages Air Force Recruiting Service's fleet of 2,426



Charlie Moore, 12th Logistics Readiness Division automotive mechanic, drills out a fitting to repair a Randolph vehicle. (Photo by Steve White)

vehicles nationwide.

That means every car or van driven by recruiters around the country has a file here with detailed records maintained by the flight, said Ross Mangus, fleet manager.

"We have records on every one of our accountable vehicles," Mr. Mangus added. "We maintain acquisition, warranty and maintenance deficiency reports on all of them. It's a lot of paperwork, but we need this to back up the computer systems. We can't afford to miss something because of an equipment failure."

The vehicle operations section provides vehicles to support Randolph people and visitors to the base.

"We take the idea of customer service seriously," said section chief Christopher Goelz. "We have to because so many people depend on the services we provide. When someone calls to ask for transportation, we're expected to arrive on time with the right vehicle to meet the need."

Annually the section provides transportation to about 96,000 aircrews and 420,000 other passengers.

In a typical month, the flight makes about 500 aircrew support runs, 350 base taxi runs, 200 distinguished visitor runs and services 450 wheeled vehicles.

One of the lesser-known services provided by the flight is the daily medical support run. A driver from the

flight makes the run for all the medical clinics and laboratories at Randolph, Brooks, Fort Sam Houston and Lackland delivering and picking up specimens and x-rays. The run may also deliver essential aircraft "mission capable" parts since Randolph supply people are often in the loop for special ordering.

Another area where the flight has contributed to programs that save the Air Force money is in handling recycled paper products. Once a week the flight's tractor trailers pick up cardboard for recycling from the base and Fort Sam Houston commissaries and base exchanges.

The baled cardboard is delivered to a recycling center in San Antonio, saving the government more than \$25,000 a year in transportation costs over what civilian contractors would charge, said unit officials.

"This task also provides a great training environment for our truck drivers, so they get experience in over-the-road driving," Mr. Williams said.

Maintaining the vehicles is a job that never ends, said Dennis Bazzel, vehicle maintenance manager.

"We can work on everything from the blue buses to street sweepers, to heavy forklifts, to the low-horse-power delivery trucks we call scooters, to staff cars," he said.

That means the mechanics, most of whom are former military people, have to be skilled in just about every kind of vehicle system on cars and trucks, Mr. Bazzel said.

"There are just a few things we contract out, like upholstery," he said. "Other than that, we can do it all here."

Mr. Bazzel added his section also works on all the fire and refueling trucks on base.

Touring the Talon



Maj. Keith Sanders of the 560th Flying Training Squadron talks to Jersey Village High School Junior ROTC cadets about the T-38C Talon during a base tour Jan. 27. The 12th Flying Training Wing Public Affairs office coordinates about five base tours a month for various community organizations including local high schools and reunion groups. Those base members interested in volunteering as tour escorts, should call 1st Lt. Elizabeth D'Angelo at 652-4407. (Photo by Master Sgt. Lee Roberts)

AF Headquarters realigns similar to joint-staff model

By Staff Sgt. C. Todd Lopez
Air Force Print News

WASHINGTON (AFPN) – The staff functions at Headquarters Air Force, major commands and warfighting headquarters will soon all share the same "A-staff" structure.

The Air Staff at Headquarters Air Force adopted an organizational structure that closely mirrors the Army's "G-staff," the Navy's "N-staff" and the joint "J-staff" Wednesday. The effort will help the Air Force optimize internal communications and communicate more efficiently with other services, said Brig. Gen. Marshall K. Sabol, the Air Force director for manpower, organization and resources.

"This change will enhance our warfighting capability and help our communications both horizontally and vertically in the Air Force, as well as with those on the joint staff and the office of the secretary of defense," General Sabol said. "As we operate in deployed and joint environments, our communication will also be more effective and efficient."

The affected Air Force functions will be re-named and re-aligned so similar functions at all levels are referred to by the same name. Those same functional groupings will closely match other services and the joint staff.

At Headquarters Air Force, the deputy chief of staff for manpower and personnel is now called "AF/DP." Under the reorganization, he will be referred to as "the A1." The A1 in the Air Force is responsible for plans and policies covering all military life cycles and civilian personnel management.

Changes at major commands and warfighter headquarters' levels that have not



yet adopted the A-staff structure follow suit by May 1. Similar functions at all levels will be "re-mapped" to nine standardized A-staff areas of responsibility. Those areas include: manpower and personnel; intelligence; air, space and information operations; logistics; plans and requirements; communications; installations and mission support; strategic plans and programs; and analyses, assessments and lessons learned.

By adopting this staff structure, the Air Force will eliminate the difficulty sometimes encountered when leadership at one headquarters attempts to contact functional counterparts at another headquarters.

AETC follows AF lead

Air Education and Training Command officials announced they have received approval for the command's A-staff alignment. Implementation of the A-staff structure initiated Wednesday, with a final stand up date of May 1.

According to Capt. William Skinner, AETC A-Staff Project Officer, "the A-Staff configuration allows AETC to improve its ability to train warfighters, creates a more efficient headquarters structure and aligns the command with the Joint arena and Air Staff structures."

Headquarters staff functions (chaplain, public affairs, judge advocate, historian, comptroller, inspector general, safety, international training and education, surgeon general, education, and recruiting) will retain their current titles and not change. Additionally, 2nd and 19th Air Force will reorganize into A-staff structures as a follow-on action to the reorganization at the headquarters.

The new A-staff structure will be re-evaluated at the end of 180 days to determine if any adjustments need to be made.

Under the new structure, the headquarters will be aligned as follows:

- **A1:** Manpower and Personnel, which includes:
 - A1D: Force Development
 - A1F: Force Management
 - A1L: Senior Leader Management
 - A1M: Manpower and Organization
 - A1X: Plans and Readiness.
- **A2/A3:** Intelligence and Air Operations, which includes:
 - A3T: Training
 - A3F: Aircrew Training and Standardization
 - A3I: Interservice Programs
 - A2O: Operations
 - A3P: Technical Training Programming and Administration
 - A3R: Resources and Requirements
 - A3Z: Training Technology
 - A3X: Operational Readiness
 - A3O: Current Operations
- **A4/A7:** Logistics/Installations and Mission Support, which includes:
 - A4M: Maintenance
 - A4P: Program Integration
 - A4R: Logistics Readiness
 - A7C: Civil Engineer
 - A7K: Contracting
 - A7S: Security Forces
 - A7V: Services
- **A5/A8:** Plans, Requirements and Programs, which includes:
 - A5L: AFRL Liaison
 - A5R: Flying Training Requirements
 - A5T: Technical Training Requirements
 - A8P: Programs
- **A6:** Communications, which includes:
 - A6O: Operations
 - A6P: Policy and Resources
 - A6X: Plans and Requirements
 - A6I: Information and Technology Integration

CMSAF announces retirement Ceremony, appointment of replacement set for June 30

WASHINGTON – The 14th Chief Master Sergeant of the Air Force, Gerald R. Murray, announced plans to retire this summer after serving more than 28 years. Chief Murray has served as the Chief Master Sergeant of the Air Force since July 1, 2002.

"I've grown up as an Airman," said Chief Murray who enlisted in October of 1977 from his childhood home in Boiling Springs, NC. "The Air Force has been a way of life for me for so long, I know it will be bittersweet to say farewell. I've been tremendously blessed in my personal and professional life and I owe a great deal to those Air Force leaders, mentors and peers who helped me throughout my career. I have found that the Air Force has given back to my family and me 10 times what I have given to it, and I am truly grateful."

"I'm also grateful to have represented the best enlisted force in the world to our senior leaders, to Congress, and to the American

"I've been tremendously blessed in my personal and professional life and I owe a great deal to those Air Force leaders, mentors and peers who helped me throughout my career. I have found that the Air Force has given back to my family and me 10 times what I have given to it, and I am truly grateful."



public," said Chief Murray. "It's truly been an honor to serve with such outstanding Airmen and great Americans. While my retirement will take me away from active duty status, I will always be an Airman."

Chief Murray's official retirement date is Oct. 1, 2006, but a formal ceremony and appointment for the 15th Chief Master Sergeant of the Air Force is planned for June 30, 2006.

The Air Force Chief of Staff selects the individual to fill the position of Chief Master Sergeant of the Air Force. Each Major Command/DRU Commander and Deputy Chiefs of Staff can nominate potential successors from within their respective commands.

For more information, contact Chief Master Sgt. Darla Ernst at 703-571-8595.



CELEBRATING
**AFRICAN-AMERICAN
HISTORY MONTH**
2 0 0 6

The Randolph Black Cultural Awareness Association and other base organizations sponsor the following African-American History Month events:

- **Tuesday-Wednesday** – Children's Story Hour, 10 a.m. sponsored by the base library
Point of Contact: Cynthia Huddleston 652-2617
- **Feb. 9** – Bowling tournament, 1 p.m. at the bowling center
POC: Capt. Alicia Tribble-White at 652-5016, ext. 3217
- **Feb. 17** – Dinner theater, 7 p.m. at the officers' club
POC: Capt. Melissa Lacey at 652-4109
- **Feb. 24** – Golf tournament, 12:30 p.m. at the Randolph Oaks Golf Course
POC: Staff Sgt. Latonia Brown at 652-2457
- **Feb. 26** – Gospel fest, 5 p.m. at Chapel 2
POC: Staff Sgt. Dana Ambrose at 652-5030

NSPS

Continued from Page 1

She said with the announced delay of implementation by DoD pending the result of a lawsuit filed by several unions and a reworking of the performance management portions of NSPS, a Randolph launch date for NSPS has not been set.

"Air Staff is currently looking at several options regarding the timeline for all bases," Ms. Bragg said. "The most important piece of information is that no Air Education and Training Command base will deploy NSPS until October 2006 at the earliest."

To prepare the base work force for the transition to NSPS, Randolph established an NSPS Executive Steering Committee with representatives from AETC, Air Force Personnel Center, Air Force Manpower Agency and Air Force Services Agency. Col. William

Watkins, 12th Flying Training Wing vice wing commander, serves as chairman.

The base also has an NSPS Implementation Team with representatives from the wing and all tenant units. Ms. Bragg and Mr. Zerda are co-chairing that team. Specialized teams that fall under the implementation team cover communication, performance, training, and resources and analysis.

For more information about NSPS, see the editorial on Page 2.

Moving up the ranks



Second Lt. Sgt. Eddie Mendezllovet worked as a technical sergeant in the 12th Communications Squadron in 2004.



Second Lt. Edgar Alonzo-Bernal worked as a staff sergeant in the 12th Comptroller Squadron in 2004. (Photos by Bob Hieronymus)

Former Randolph NCOs earn gold bars

By Bob Hieronymus
Wingspread staff writer

Two Randolph NCOs set out on a mission almost two years ago to trade in their stripes for bars and become commissioned officers in the United States Air Force.

Now wearing bright gold bars on their shoulders, 2nd Lts. Eddie Mendezllovet and Edgar Alonzo-Bernal have graduated OTS and are serving as lieutenants at Langley Air Force Base, Va. For the two lieutenants, their goals were realized by taking advantage of the education opportunities the Air Force offers.

Both lieutenants benefited from the Air Force's tuition assistance programs and used the College Level Examination Program to garner additional credits.

Lieutenant Mendezllovet was a technical sergeant, already on the master sergeant promotion list after only 10 years on active duty when he received notice of his selection for OTS. He earned his Bachelor's degree in business administration through the Air Force education program and Park College.

Because of permanent changes of assignment, he lost credits in transfers, eventually acquiring about 200 college hours to meet the required 120 hours to graduate. "It pays to settle in on one college program that's available at more than one base," he said. "I was successful in the long run, but it took a lot of extra effort to finish. One thing that really helped me was the CLEP program. I got credit for 10 classes that way."

He was commissioned Feb. 18, 2005, and assigned to the 1st Communications Squadron at Langley where he is now in charge of airfield systems and airfield communications. He has about 40 people assigned under his supervision along with about \$20 million worth of equipment.

"OTS was challenging," he said. "The staff there really expected us prior-service people to help the non-prior people along."

"As for the change from my enlisted career, the biggest thing I miss is having real hands-on time

with the equipment. Now I've had to learn how to let the enlisted people do the work they're trained for and do my job of managing." The lieutenant said that with the arrival of the F/A 22 aircraft at Langley, the communications work has been exciting.

"It's a good feeling to know you've had a hand in getting a new system up and operational," he said.

Lieutenant Alonzo-Bernal pinned on his gold bars Nov. 10, 2004, and reported to the 1st Contracting Squadron at Langley. He was a staff sergeant working as a customer service technician in the 12th Comptroller Squadron when he was selected for OTS. He had six years on active duty at the time, but overcame many obstacles just to get that far.

Born in Mexico City, Lieutenant Alonzo-Bernal and his brother were raised by their widowed mother who encouraged them to set high goals, he said. Along the way, that meant two years attending the

Universidad Autonoma de Nuevo Leon in Monterrey, working as waiters to pay their way - and learning English as a second language. Lieutenant Alonzo-Bernal earned his American citizenship in 1999, the year after he enlisted in the Air Force.

He completed his degree in business administration through Wayland Baptist University, using his Air Force education benefits while stationed at Randolph. He used Air Force tuition assistance and his GI Bill to complete his education. He CLEP'd out of only one class, using his native language, Spanish, to meet the foreign language requirement.

The lieutenant said that out of all his OTS experiences there is a special one he will never forget.

"I remember going to my brother Eric's OTS graduation three months before I was assigned there and I gave him his first salute," he said. "Then he came to my graduation and gave me my first salute. That was a really special thing for us to share."

His brother, 2nd Lt. Eric Alonzo-Bernal, is assigned to Laughlin AFB, Texas, also working as a contracting officer. He said they are both living the "American dream."

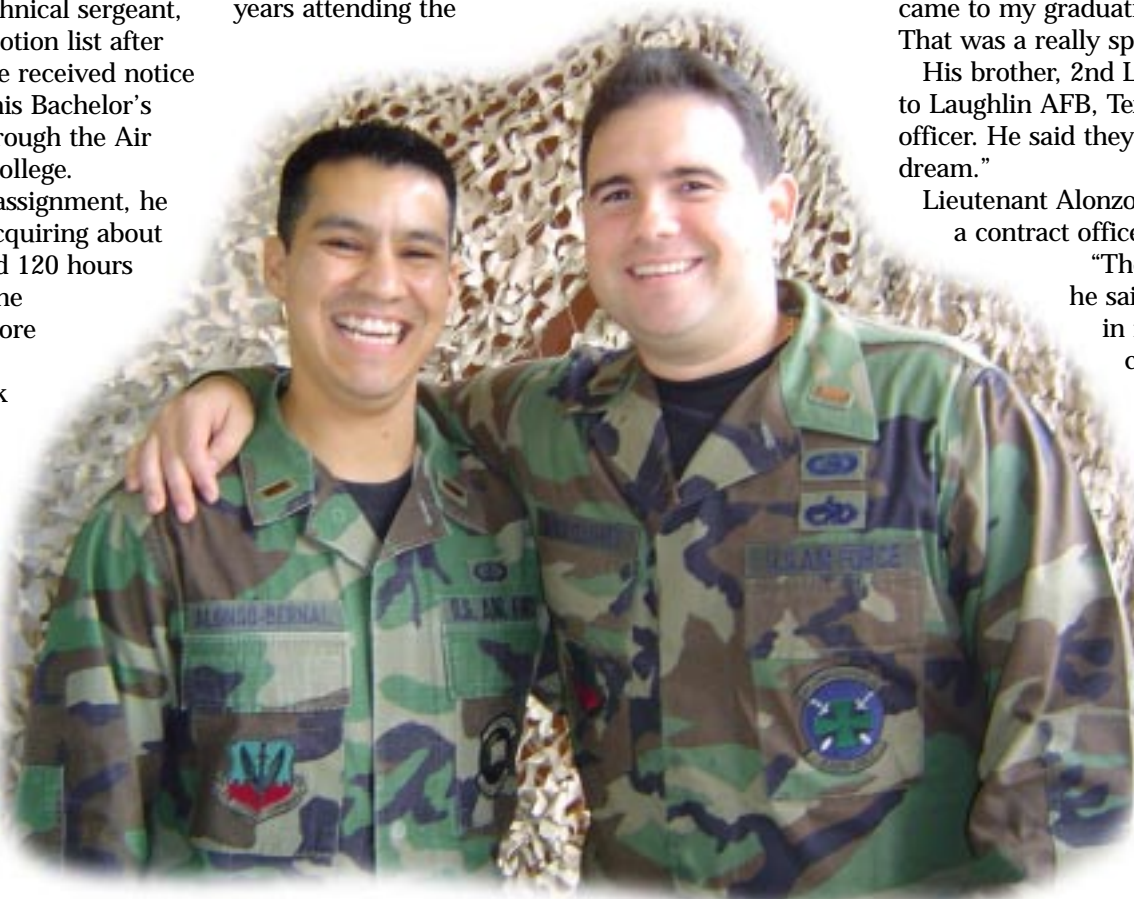
Lieutenant Alonzo-Bernal said he enjoys working as a contract officer at Langley.

"The work here is very rewarding," he said. "I have already been involved in five multi-million dollar

contracts, including ones related to bringing the new F/A 22s to operational status and in repairing major hurricane damage to F-15 hangars."

While Lieutenants Alonzo-Bernal and Mendezllovet did not know each other when they were stationed at Randolph and their OTS assignments did not overlap, they became good friends at Langley. Lieutenant Mendezllovet's wife Laura, an Air Force captain, works with Lieutenant Alonzo-Bernal at the 1st CONS.

Today the two families are good friends and share success stories that may encourage other Airmen to set and achieve worthwhile goals.



Second Lts. Edgar Alonzo-Bernal (left) and Eddie Mendezllovet, both of Langley AFB, Va., were NCOs on Randolph before their selection for Officer Training School. (Courtesy photo)

Air Force Commissioning Programs for Airmen

- United States Air Force Academy
85 slots per year for Active Duty Airmen under age 23
- Leaders Encouraging Airmen Development (LEAD)
50 slots per year for 10-month USAFA Preparatory School
- Officer Training School (OTS)
Airmen with bachelor degrees
- Scholarships for Outstanding Airmen to ROTC (SOAR)
Commander's recommendations for ROTC with scholarships

- Airmen Education and Commissioning (AECF)
Airmen with 45-59 hours, continue AD with ROTC and scholarships
- Airmen Scholarship and Commissioning Program (ASCP)
Airmen discharged, enlist in Reserves, with ROTC and scholarships
- Professional Officer-Early Release Program (POC-ERP)
Airmen discharged, 2 years college with ROTC, no scholarships
- One-Year Professional Officer Course-Early Release Program (OYCP)
Airmen with degrees, graduate school with ROTC, subsistence only

Maintaining excellence

After recently garnering command-level honors in the 2005 Maintenance Effectiveness Awards competition, the 422 men and women of the 12th Flying Training Wing Maintenance Directorate continue to work hard maintaining three flight lines and more than 140 aircraft



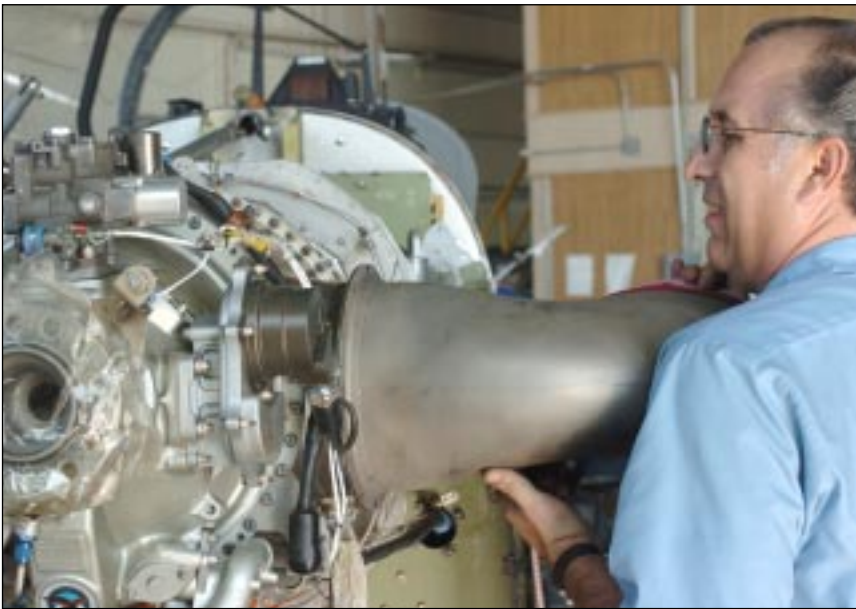
Rick Peyton verifies adjustments to the flap system of a T-38C. (Photos by Steve White)



James Suci checks the alignment on the support rails of a T-43A engine.



Arthur Stouffer works on the phase cards of a T-1.



Enrique Rodriguez ensures a T-6A turboprop engine exhaust system meets its specifications.

Recruiters route 19 AF

By Master Sgt. Lee Roberts
12th Flying Training Wing Public Affairs

Air Force Recruiting Service used a balanced offense and blistering defense to extend its extramural basketball team’s record to 3-0 Tuesday night, routing 19th Air Force 41-14.

The recruiters jumped out to an 8-0 lead in the early moments of the game. A scrappy 19th AF squad tried to narrow the gap but could not as AFRS center Cal Robinson took control of the paint grabbing five rebounds, blocking two shots and adding 6 points, all at the charity stripe. By halftime recruiting had padded its lead, 20-8.

Early in the second half recruiting increased its advantage to 31-8 and Robinson’s evening was over. The team’s other four starters and reserves would finish the fray.

“It was a great effort on the defensive side,” said James Henry, recruiting’s coach, about the team’s impressive start. “Offensively we moved the ball much better against the zone. The big man moved around good tonight. We moved the ball inside and got some good shots. But this was a good chance to get our reserves into the game. They worked hard and did a good job as well.”

As the game progressed it was clear it would not be 19th AF’s night. At 7:20 left in the game the recruiters held a 33-10 advantage and an array of shots were not falling for 19th AF.

“We’ve been killing ourselves all season with turnovers and we’re shooting ourselves in the foot. We’re missing everything,” said 19th AF forward Matt Jamison.

The gutsy 19th AF team fell to 0-6 on the season.

“We put up the shots but they weren’t falling,” said Tom Lovett, 19th AF coach, shaking his head after the game. “At the end of the day we have a bad record. It’s not something to be real proud of. But we are out there running around getting good exercise and that counts for something with the Air Force Fitness Program. I’m still proud of our guys!”

Shooting guard Pat Youngblood, the recruiters’ high scorer with 8 points, couldn’t say enough about his team’s positive effort.

“There’s no one in the league who can stop Robinson,” he said. “We get it into him. If the shot’s not there, then he passes it back out and the shot is there. We play hard



Center Cal Robinson, No. 10, Air Force Recruiting Service, contests the shot of Guard Carlos Messer, 19th Air Force, during extramural action Tuesday. (Photo by Rich McFadden)

defense, get the ball into our big man – that’s the key to the game.”

Robinson said the recruiters are starting to play really well together.

“We’re working very hard,” he said. “The last three years we finished second in the league. We just want to give a good effort, play together and hopefully we can pull out the base championship this year.”

Other recruiters in the scoring column were Joe Johnson, 7; Rich Dehoney, 6; Cornelius Mickle, 6; and Lonnie Barton, 4. Jamison, Joseph Gonzales, Scott Harris, and Carlos Messer each scored 3 points for 19th AF.

SPORTS BRIEFS

Fit Mom class

The Fit Mom class takes place Wednesday from 1-2 p.m. at the health and wellness center.

The class focuses on assisting expecting mothers with an exercise program during pregnancy and after delivery.

To sign up, call 652-2300.

Sweetheart 5K

The fitness center hosts a Sweetheart 5-kilometer run and walk Feb. 14 at 11 a.m. at Eberle Park. The event is free and open to all Department of Defense ID cardholders ages 16 and older. Children ages 13 -15 can run with adult supervision.

The first 50 couples to finish the race receive a prize. Participants may partner up at the race.

Self defense class

The fitness center offers a women’s self defense class Feb. 18 from 10:30 a.m. to noon in the aerobics room. Participants must be at least 16 years old.

To sign up, call the center at 652-4311.

Powerlifters excel at meet

The Randolph High School girls powerlifter team won first place at the Hays High School Powerlifting Meet recently. Individually, boys and girls team members captured 14 placements, including four gold medals.

Ro-Hawks lead district

The Randolph High School boys’ varsity basketball team leads the district with a 6-0 record. Their season record is 20-4 as of Wednesday.

The Ro-Hawks defeated Comfort High School recently 45-44. Senior guard Elliott Ortiz made a game-winning free throw with only five seconds remaining.

Fitness center teaches weight training basics

By Staff Sgt. Lindsey Maurice
Wingspread editor

While lifting weights can be an effective way for people to get in shape, it can also be harmful to those who don't take the proper precautions.

That's why the base fitness center started the Basic Weight Training class. The two-part class teaches people the benefits of weight training as well as proper warm-up, breathing and lifting techniques.

"This is a great class for those who are new to the weight room," said Claire Behrens, the center's fitness programs manager and basic weight training class instructor. "I want everyone who comes through my class to learn how great and fun weight training can be when you do it right."

Before students can touch weight room equipment, Ms. Behrens makes sure they understand the importance of a good warm-up and cool-down routine.

"Warm-up and cool-down routines are important to preventing injuries and reducing muscle soreness," she said. "Just make sure you warm up those areas you are going to work out. For example, if you are concentrating on the legs maybe run a few laps around the gym before getting started."

The next step is learning the proper form and technique, she said.

"Form and technique are very important in weight training," Ms. Behrens said. "You want to avoid fast jerky movements that rely on momentum otherwise

you could injure your muscles and joints. You should also maintain control throughout the movement."

Ms. Behrens said people should use a slow fluid motion during the contraction phase, pause for a full second at the completion of the contraction, and return to their starting point taking twice as long as they did during the contraction phase.

"You also want to exhale during the concentric contraction or breathe normally," she said. "The main thing is to never hold your breath."

Another important form aspect is to keep wrists in a neutral position and to avoid squeezing hand supports, Ms. Behrens said. Also, never hyperextend joints such as knees and elbows; and keep straight body alignment and neutral neck positions.

One thing Ms. Behrens said she notices in the weight room a lot is customers concentrating their work out around one area like their chest.

"Muscle balance is important," Ms. Behrens said. "That's why you want to make sure you exercise opposing muscle groups. For instance, if you're going to work your chest, work your back, if you're going to work your biceps, work your triceps."

Ms. Behrens also added the importance of resting between workouts.

"You could work lower and upper body on the same day and then rest for 48 hours or alternate lower and upper body on separate days," she said.

Ms. Behrens tells students to perform one to three sets of 8 to 12 repetitions of each exercise they do,



Claire Behrens, base fitness programs manager, shows David Morin leg extensions during the basic weight training class. (Photo by Staff Sgt. Lindsey Maurice)

resting 30-90 seconds in between sets.

"The last few repetitions should be very challenging," she said.

Ms. Behrens said that out of everything students learn in her class she want them to remember fun and safety.

"Listen to your body," she said. "If you feel any pain stop immediately – the 'no pain, no gain' theory doesn't apply. But most importantly just have a fun, safe workout."

To sign-up for the next class, call 652-5316.